

## PERSONNEL

### ANTI-NEPOTISM RESTRICTION

Employees and prospective employees of the Regional School District #14 Board of Education shall be hired, evaluated, promoted and compensated on the basis of individual merit with respect to personal skills, qualifications and performance (as well as in accordance with applicable collective bargaining agreements). Consistent with this principle, the following restriction shall be observed to avoid the possibility of favoritism, the appearance of favoritism or conflict of interest based upon familial or close personal relationships:

- No person shall be employed, promoted or transferred to a position where such employee would be the immediate supervisor of or receive direct supervision from, or participate in the evaluation of another employee who is:

1. Spouse, domestic partner, or co-habitant;
2. Parent or grandparent, including step parents
3. Child, including step, adopted or foster children;
4. Grandchild, including step grandchildren;
5. Sibling, including in-laws and step or half;
6. First cousin; or
7. Any other member of the employee's household whether or not related by blood or marriage.

Exceptions to this policy may be made by the Superintendent of Schools for temporary employees who will be employed to substitute during the absence of a regular employee or to cover a vacancy for a short period of time.

This policy shall be applied prospectively only and shall not govern employees of the Board who were hired prior to the adoption of this policy.